



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST PERSONNEL COMMAND
UNIT 29058
APO AE 09081

AEUPE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Consideration of Others Program (Policy Memorandum #4)

1. Consideration of Others as a philosophy consists of those actions that indicate sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's own behavior. Consideration of Others encompasses freedom from harassment, discrimination, prejudice, insensitivity, offensive behavior, verbal abuse, rudeness, and basic thoughtlessness.

2. The 1ST PERSCOM policy on Consideration of Others is clear. In order to manifest trust and cohesion in any organization, we as soldiers and civilians, regardless of rank or grade, have a moral obligation to foster a positive command climate, eliminate all forms of harassment and discrimination, and develop a culture in which people treat each other with "dignity and respect." Leaders/supervisors are responsible for ensuring the Department of the Army training standard is met, which includes eight hours of small group discussion annually in two-hour increments.

3. Consideration of Others is a readiness issue and a vital ingredient to the success of this command. I strongly support this program and I expect all soldiers and civilians within 1st PERSCOM to embrace this philosophy as a *way of life*.

"Soldiers First!"

JON E. FINKE
COL, AG
Commanding

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